SHIVAJI UNIVERSITY, KOLHAPUR-416 004, MAHARASHTRA
PHONE: EPABX-2690571 (10 lines), 2693643(9 lines), 2693730 (9 lines)
GRAM:UNIVSHIVAJI FAX :0091-0231-2691533 & 0091-02312692333
दूरध्वनी :(ईपीएबीएक्स) २६९०५७१ (दहा लाईन्स), २६९३६४३ (नऊ लाईन्स), २६९३७३० (नऊ लाईन्स)
वाणिज्य व व्यवस्थापन विभाग ०२३१ २६०९१७३ @ ९१७४
Ested. 1962
NAAC 'A++' Grade

Ref. No. SU/C&M/2021-2022/

Date: 30-03-2022

To,
GANESH SHRIRANG NALE
Mob No: 9422422932
Email ID: ganeshnale0@gmail.com

Sub: Provisional Admission and Guide Allotment Letter for M. Phil. / Ph. D. Programme.

Sir / Madam.

With reference to your application, I am to inform you that you are herby provisionally admitted to **Ph. D.** programme in **BUSINESS MANAGEMENT** in the Faculty of Commerce and Management Department w.e.f. 01-01-2022 (Under Year 2021 – 2022) under the **guidance Dr. Mrs. V. S. Kadam** Subject to fulfillment of following conditions.

i) This Guide allotment letter is issued to you after receiving provisional approval from eligibility section and subject to compliance of necessary documents and remission of fee. **[Important Note: This admission shall not be treated as final. The University reserves its right to cancel this admission.]**

i) You will have to pay the yearly fee as prescribed by University. If you fail to pay the fee regularly for every year, the fine will be imposed as per University rules.

ii) You are hereby informed to remit fee as prescribed by University and to **submit eight copies of synopsis through the Research Guide to the undersigned within one month from the date of issue of this letter,** failing which your admission shall stand cancelled. No separate Communication will be made in this regard.

iii) The title of your thesis/dissertation will be communicated to you by PGBUTR Section after approval of Research and Recognition Committee.

iv) Successful completion of M. Phil / M. Phil course work / per Ph. D. theory course work as per UGC norms shall be pre-requisite for the submission of thesis as per provision of R.R.D. 14.2. The UGC Regulation on Minimum Standards and Procedure for award of M. Phil. and Ph. D. Degree 2016 (date 16 May 2016), amendment of 2018 dated 27th August 2018 and the rules and regulations approved by university authorities, from time to time shall be applicable for M. Phil./ Ph. D. Programme.

Yours Faithfully,

30/3/22

Head / Director,
Department of Commerce and Management

Dr. Shrikrishna S. Mahajan
Senior Professor & Head
Department of Commerce & Management
Shivaji University, Kolhapur-416 004

Copy to:

1. **Dr. Mrs. V. S. Kadam (Guide)**
   Rajarambapu Insititued of Technology, Sakrale, Sangli
2. PGBUTR Section, Shivaji University, Kolhapur.
3. The Director, Barr, Balasaheb Khardekar Knowledge Resource Centre, Shivaji University, Kolhapur.

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Estd. 1962
"A++" Accredited by NAAC(2021) With CGPA 3.52

SHIVAJI UNIVERSITY, KOLHAPUR - 416 004, MAHARASHTRA
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शिवाजी विद्यापीठ, कोल्हापूर - ४१६ ००४,
महाराष्ट्र
दूरध्वनी - ईपीएबीएक्स - (०२३१) २६०९०००, पीजीबीयुटीआर - २६०९२९६ / ९१३९
website: www.unishivaji.ac.in,Email - pgbutr@unishivaji.ac.in, pgbutr2@unishivaji.ac.in

संदर्भ क्र. शिवाजी विद्या./पीजी-बीयुटीआर/पीएच.डी./ 1047 दि. 27 MAR 2023

प्रति,

श्री. नाळे गणेश श्रीरंग
गट नं. १५३, माने मळा, सातारा रोड, ,
मु.पो. फरांडवाडी, ता. फलटण, जि. सातारा - ४१५ ५२३ [redacted].

विषय - पीएच.डी. तात्पुरता प्रवेश रद्द करणेबाबत...

संदर्भ - आपला कार्यालयास प्राप्त ०५ नोव्हेंबर, २०२२ रोजीचा विनंती अर्ज

महोदय,

उपरोक्त विषयसंदर्भात आपणांस आदेशान्वये कळविण्यात येते की, आपण आपले संशोधन मार्गदर्शक यांचेमार्फत सादर केलेल्या विनंती अर्जानुसार आपला शैक्षणिक वर्ष २०२१-२२ मधील Business Management या विषयातील पीएच.डी. अभ्यासक्रमाकरीता मिळालेला तात्पुरता प्रवेश (Provisional Admission to Ph.D.) रद्द करण्याकरीता विद्यापीठ पीएच.डी. नियमावलीतील तरतूद क्र. R.R.D. १८ (a) नुसार आपण प्रोसेसिंग शुल्क रु. २०००/- (रु. दोन हजार फक्त) इतकी रक्कम भरणे आवश्यक आहे.

तरी सदरचे शुल्क भरण्यात येवून सदरची भरणा चलन-पावती पीजी बीयुटीआर विभागास सादर केल्यानंतर सदरचा आपला पीएच.डी. अभ्यासक्रमासाठीचा प्रवेश रद्द होईल, याची कृपया नोंद घ्यावी.

आपली विश्वासू,

उपकुलसचिव

प्रत - माहितीसाठी -

१. डॉ. (श्रीमती) व्ही. एस. कदम, संशोधन मार्गदर्शक,
राजारामबापू इन्स्टिटयूट ऑफ टेक्नॉलॉजी, साखराळे,
सांगली.

२. अधिविभागप्रमुख,
वाणिज्य व व्यवस्थापन अधिविभाग, शिवाजी विद्यापीठ, कोल्हापूर.

D:\SHEKHAR JAN.2020 onwards\Letters.2020-21.

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“A STUDY OF WORKFORCE DIVERSITY, EQUITY AND INCLUSION (DEI) IN WORKPLACE AND ITS EFFECT ON WORK ENVIRONMENT WITH RESPECT TO HEALTHCARE INDUSTRIES IN PUNE DISTRICT”

Ph.D. Synopsis Submitted By

Mr. Ganesh Nale

INTRODUCTIONS :-

- different types of diversities in terms of race, religion, gender, and generation in organization
- each employee has varying access to resources and privileges
- inclusion creates employee engagement and a sense of belonging.
- Diversity not only improves performance but also creates positive friction that enhances deliberation and upends conformity.
- organizations with more gender and racial diversity bring in increased revenue, more customers, and higher profits

Research Problem :-

- Indian population is second in the world, hence health problems are also created a lot. economy healthcare industry sectors are playing important role.
- Indian health care industry contribution in India 2021 GPP was 2.1 %
- **Diversity:** Understanding the background of employees and patients being served, including culture, gender, religious beliefs, and socioeconomic status. Also, hiring and retaining a workforce that is representative of the patient population served.
- **Equity:** Ensuring healthcare workers have what they need to do their jobs and patients have what they need in and out of treatment settings to effectively benefit from best practices in treatment.
- **Inclusion:** Giving employees and patients a voice to help provide and receive high-quality care and encouraging the presence of a diverse healthcare staff in the treatment experience of patients.

- There are many benefits to diversity in the workplace. Different perspectives, opinions, and ideas can lead to more innovation and better problem solving. This can help companies better serve their customer base, reach new business markets, and gain a competitive advantage.
- A diverse workplace may also foster a stronger sense of belonging among those in traditionally underrepresented groups. When an employee is no longer the only woman, person of colour, or person with a disability, they may begin to feel more integrated into the team. This can lead to higher employee engagement, lower turnover, and better productivity.

LITERATURE REVIEW: -

- **Jordan J. Cohen (2011)** Increasing the racial and ethnic diversity of the health care workforce is essential for the adequate provision of culturally competent care to our nation's burgeoning minority communities.
- **Özcan, K.(2011),** "Discrimination in health care industry: a research on public hospitals", Equality, Diversity and Inclusion**,** The purpose of this study is to investigate discrimination areas within public hospitals and discuss the potential reasons that will provide a contributively perspective on reducing discriminative behaviours.
- Desmond Tutu Ayentimi, (2020) Gender equity and inclusion in Ghana; good intentions, uneven progress, Labour and Industry The purpose of this paper is to evaluate gender, equality and inclusion within Ghana through the examination of legislations, policies and programs
- with a particular focus on gender diversity, equality and inclusion in Ghana.
- **Shreelatha R Rao (2014)** Workforce Diversity and Management (Ph.D. Thesis) Workforce diversity is a key word for organizations and leaders of today's organizations

- **Mooon Paithankar, (2015)** Impact of dissatisfaction on employee’s turnover in selected small, medium, and large-scale software-industrial units in Pune
- **Avinash Bhaskar Darekar (2013)** A study of hospital management in selected hospitals in Nashik city Human Resource Management and its role in the health care system in India.
- **Duraiarasan R M (2015)** Role of workforce diversity and job involvement on organizational effectiveness a study with special reference to manufacturing companies in ,an chip ,Kanchipuram and Tiruvallur districts
- **Gayathri Chitra R (2021)** Employees perception of workforce diversity management practices and their influence on moral in its sector

Indian Constitutional Articles

- Under Indian constitutions Provisions are
- 14. Equality before law.
- 15. Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth.
- 16. Equality of opportunity in matters of public employment.
- 24. Prohibition of employment of children in factories, etc.

Special Article Health Related

47. Duty of the State to raise the level of nutrition and the standard of living and to improve public health.

Some Act Related :-

- Rights of Persons with Disabilities Act, 2016,
- the Equal Remuneration Act, 1976 (and its successor, the Code on Wages, 2019),
- the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017 and
- the Transgender Persons (Protection of Rights) Act, 2019,
- Wages act and other labour law

Research Gap -

- Pervious various study attempted to work diversity, equality
- study attempted work diversity equality and inclusion involved in healthcare industry with Pune Districts
- Statement of problem in discussion whole study in the health care industry as per point workforce diversity, equality And Inclusion some affected factor study age, cultural background, physical abilities and disabilities, race, religion, gender, and sexual orientation related Workforce diversity in the healthcare industry
- challenges faced by the organization regarding DEI **Limited budget and inexperienced staff, knowing how employees feel about culture on an ongoing basis,** providing career development planning for all employees, implementing a reward and recognition program to increase engagement, holding managers accountable for retaining high performing diverse teams, enhancing benefits and perks to attract a diverse workforce.

QUESTIONS TO BE ANSWERED THROUGH RESEARCH

1. **What is the highly imbalanced growth of health facilities in India?**

2. **What are the problems faced to employees in promotion time?**

3. **What are the relations between employees and employer decision in work culture?**

4. **What is gender discrimination in employee's promotion Healthcare Industry?**

5. **What is recently government policy implementation in hospital private hospital**

1. **What is the effect of DEI on the work Performance Healthcare Industry?**
2. **What is the ratio of Male and female Work Employees Healthcare Industry?**
3. **What is the effect of Gender Diversity on Employees Performance compared to the Healthcare Industry?**
4. **What is employees' rate of education in employment like skilled, semi-skilled, and highly spec list?**
5. **Why is Female Employment Lower Percentage in Healthcare Industry?**

OBJECTIVES OF THE STUDY: -

- 1. To Study the collective mixture of employees' differences and similarities
- 2. To identify the factors affecting on Diversity, Equity & inclusion in Healthcare Industry
- 3. To analyse the current environment of racial and equity practices in health care industry
- 4.To Study the practices provided for equal access and opportunities to the staff.
- 5. To Measure the DEI effect on Employees’, Patient and Health Care Services
- 6. To Develop the diversity, inclusion, and equity initiatives for the development of change
- 7.To Suggest the Strategies for maintaining Diversity, equity and inclusion in healthcare industries

HYPOTHESIS OF THE STUDY: -

- **H1**. There is no Significant Difference between Workforce Diversity and employee's performance
- **H2**. There is no significant difference between gender equity of employees and work environment in health care industry
- **H3**. Culture difference is negatively affected on promotions of employees
- **H4** Gender difference is negatively affected on employee satisfaction
- **H5** There is a negative impact of employee's educational backgrounds and Skill on development of the Organization.

SCOPE OF THE STUDY: -

- **Topical Scope: -** the study DEI is a term used to Diversity, equity and inclusion matter because they help build a fair society that allows all people to get equal opportunities
- **Geographical Scope: -** the study Pune districts area All Healthcare Industry Related Diversity, equity and inclusion matter
- **Functional Scope: -** at the same time when the use cases are identified Workforce diversity equity and inclusion DEI. The actor-goal list, which names all the user goals that the system supports, showing the system's functional content, is helpful for this.
- **Analytical Scope –** The collected Data analysed For Pune Districts Healthcare industry will be analysed with the help of Statical tools and computer software

LIMITATIONS OF STUDY

1. The presents research study will be limited to Pune Districts from Maharashtra only
2. This study will incorporate to healthcare industry only
3. They may be less accurate in data collected due to the defects in primary data will be presumed
4. Limited health care Company and hospital Women/Female Employees response

RESEARCH METHODOLOGY

- **Type of research -** the study Descriptive survey type of research design is being employed.
- **DATA SOURCE -** To conduct the study and to achieve the objectives both primary and secondary types of data sources will be used.
- **Primary Data: -** The primary data collected through questionnaire, observation method, interview method,
- **Secondary data: -**Secondary data means data that are already available i.e., they refer to the data which have already been collected and analysed by someone else. Usually, published data are available in Technical and trade journals; Books, magazines, and newspapers;

RESEARCH DESIGN: -

- **Instruments -** The main instrument used in this study is a self-administered questionnaire. Online questionnaires and face-to-face interviews are used.

1. THE SAMPLING UNITS: -

- **1. Area of research: -**
- In order to provide a geographical picture of the study details of Pune Districts,
- **2. Selected of the districts Area: -**
- This study will be confined Pune District
- **3. Selection of the Tehsil in from Pune Districts: -**
- The number of the Tehsil in the districts of Pune division is as follows

District	Number of Tehsils
PUNE	14

- **Number of Hospital in Pune Districts: -**

Category	No Of Hospital	No. of Employees
Hospitals	52	1450

Top 15 Accredited Hospitals from Pune and 1 from each Tahasil Total 29 hospitals are selected for the study

Total no. of Employees are 1450, out of that 30% employees i.e. 435 employees are selected randomly for the study

Method of data analysis

- This study is descriptive research. The data will be analysed by using various techniques and statistical tools such as Mean, Standard deviation, Coefficient of variance, correlation, regression, chi square testing for hypothesis testing and SPSS software will be used.

ORGANIZATION OF RESEARCH REPORT

- **Chapter 1: Introduction, Research Design, and Methodology**
- This chapter will give details of the research design of the r Hospital research design and the methodology adopted to collect the required data for the study
- **Chapter 2: Review of Literature**
- This chapter will give an outline of information collected from different publications on related topics
- **Chapter 3: Local Resources**
- This Chapter will discuss the Conceptual Framework and the present status of

- **Chapter 4: Data analysis and interpretation**
- This Chapter Shows the Representation analysis and interpretation of the primary and secondary data collected from the sample units with the view of fulfilment of the objectives laid down for the study
- **Chapter 5: Findings, Suggestions and Conclusion**
- After analysing the data in a useful way the researcher will state the findings of the study will give his useful suggestions (if required) and will provide a conclusion

BIBLIOGRAPHY & WEBLIOGRAPHY

- 1) Adams, M. (2016, March 18). Importance of Employee Perception. Retrieved from Talview: https://blog.talview.com/employee-perception

- 2) Aghazadeh, S.-M. (2004). *Managing workforce diversity as an essential resource for improving organizational performance. International Journal of Productivity and Performance Management, 53 (6), 521-531.*

- 3) Abbas, Q., Hameed, A., & Waheed, A. (2011*). Gender Discrimination & Its Effect on Employee Performance/ Productivity. International Journal of Humanities and Social Science, 1 (15), 170-176.*

- 4) Aghazadeh, S.-M. (2004). *Managing workforce diversity as an essential resource for improving organizational performance. International Journal of Productivity and Performance Management, 53 (6), 521-53*

- 5) Avinash Bhaskar Darekar (2013*) A study of hospital management in selected hospitals in Nashik city* Retrieved From http://hdl.handle.net/10603/96992

- 6) **Ritesh Kumar (2021)** *Impact of workforce diversity on organization employee's performance A study on indian it sector Retrieved From http://hdl.handle.net/10603/375445*

- 7) Moon Paithankar, (2015) *Impact of dissatisfaction on employee's turnover in selected small, medium and large-scale software industrial units in Pune*
- *Retrieved From http://hdl.handle.net/10603/36458*
- *8)* Duraiarasan R M Please **use this link for citation: -** http://hdl.handle.net/10603/183607
- *ROLE OF WORKFORCE DIVERSITY AND JOB INVOLVEMENT ON ORGANIZATIONAL EFFECTIVENESS A Study with Special Reference to Manufacturing Companies in Chennai Kanchipuram and Thiruvallur Districts*
- ***Bibliography: -***
-

1. *https://legislative.gov.in/constitution-of-india*
2. *https://en.wikipedia.org/wiki/Main_Page*

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Time To Complete the Research

Sr.No	Description of Research Stage	Expected Time to Complete the Task
2.	Working On the Recommendation of RRC to Strengthen the Research Proposal	7 months
3.	Review Of Literature	7 months
4.	Pilot Testing -I	7 months
5.	Qualitative Research	8 months
7.	Final Data Collection	10 months
8.	Data Analysis and Hypothesis Testing	7 months
9.	Report Writing	2 months
Expected Total Duration for Research		**48 Month**